



## **Request for City Council Committee Action from the Department of Human Resources**

**Date:** January 7, 2015

**To:** Council Member John Quincy  
Chair, Ways & Means Committee

**Subject:** Stationary Engineers Unit – Represented by International  
Union of Operating Engineers’ Local Union No. 70, AFL-CIO

### **Recommendation: Ratification of Tentative Agreement**

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Stationary Engineers Unit represented by the International Union of Operating Engineers, Local Union No. 70, AFL-CIO; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Employee Services Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

### **Department Information**

Prepared by: Timothy Giles, Director Employee Services

Approved by: \_\_\_\_\_  
Patience Ferguson, Chief HR Officer      Spencer Cronk, City Coordinator

Presenters in Committee: Perry Palin

**Financial Impact** *(delete all lines not applicable to your request)*  
Other financial impact – Collective Bargaining Agreement

### **Supporting Information**

See Attached Executive Summary



**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN CITY OF MINNEAPOLIS  
AND  
STATIONARY ENGINEERS UNIT – INTERNATIONAL UNION OF  
OPERATING ENGINEERS, Local No. 70, AFL-CIO**

**Expiration Date: September 30, 2014  
Number of Employees in Unit: 29  
Annual 2013 Base Payroll: \$1,646,412**

**Market:** Competitive

**Recruitment:** There are few licensed candidates for these jobs

**Retention:** Have lost a few employees to other employers

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** None Identified

**Tentative Agreement Components**

2-year agreement, effective October 1, 2014 through  
September 30, 2016

**ECONOMIC ISSUES**

October 1, 2014

- Increase of each step on the wage schedule by 2.0% on the first full payroll period after October 1, 2014
- Increase shift differential from \$1.173 to \$1.30 per hour effective on the first full payroll period after October 1, 2014
- Adopt a weekend shift differential of \$1.05 per hour for the 1<sup>st</sup> shift; \$1.50 per hour for the second shift; and \$1.75 per hour for the 3<sup>rd</sup> shift, for shifts on Saturday and Sunday
- Increase Longevity by \$.08 per hour effective on the first full payroll period after October 1, 2014
- Additional wage expense for year 1 estimated at \$42,966

October 1, 2015

- Increase of each step on the wage schedule by 2.4% on the first full payroll period after October 1, 2015
- Additional wage expense for year 2 estimated at \$39,527

**NON-ECONOMIC ISSUES**

- Renew Attachments and LOAs bargained between the City and Board of Business Agents
- Amend Sick leave language to comply with 2013 and 2014 changes in Minnesota Law